**М.2.В.01.1 Human Resourses Strategies**

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| **1. Course number, title, and ECTS** | **M.2.В.01.1, Bloc Public Policy, Strategic Human Resources Management , 3 ECTS**First year, Elective CourseLectures – 16Seminars & Practical Classes – 24Contact Hours – 40Self-study Hours – 74 |
| **2. Course instructors during Self-Evaluation year and site visit year** | Mrs. Natalia Ivanova, Professor, Doctor of PsychologyMr.Dmitry Podolskiy, Associate Professor, PhD in Psychology |
| **3. Prerequisites for the course** | None |
| **4. Course objectives in relation to total curriculum** | The module aims to critically assess and evaluate the Human Resource Management literature to develop the students' appreciation of the limits and possibilities of Human Resource Management in Public Administration. The module is designed to cover the core themes:-Context: Examines the applicability of HRM models.Content: Reviews and evaluates the main methods and techniques associated for the successful Strategic Management of Human Resources.The first part of this theme focuses on the strategy, structure and culture of organizations in Public Administration.Specific activities of HRS - such training, reward, performance management, learning core competencies and equality - are examined with reference to external and internal constraints and opportunities.Issues around Change and HRS: Development of frameworks to assist in organizational interventions and change |
| **5. Learning outcomes** | 1. Be able to critically analyse and evaluate human resource management strategies in public administration.2. Be able to use multiple perspectives on strategic HRM/HRD issues3. Be able to develop appropriate Human Resource Strategies, and be aware of strategic issues around their implementation in public administration.4. Be able to critically analyse and apply issues around strategic management and HRS/HRM/HRD5. Understand links between strategy, structure, culture, performance, change and HRM/HRD |
| **6. Course description** | Consider HR strategies, HRM models, HRS and individual differences, system of performance appraisal in organizations and the links to organizational performace through managing the people in Public Administration. |
| **7. Learning and teaching methods** | A Variety of methods: lectures, seminars, videos, cases studies and group work. Students engaged with theory and practice and draw on case material. |
| **8. Major topics covered** | Critical examination of debates and issues around soft and hard HRM approachesCritical examination of issues and debates around strategy and HRM/HRD;Critical examination of perspectives, debates, issues and links between HRM/HRD and corporate strategy issues.Critical examination of HRM/HRS perspectives and modelsCritical examination of various current HRS/HRM /HRD issues |
| **9. Prescribed books and readings** | Beardwell, I., Holden, L. Claydon T (2004), Human Resource Management (4th ed.), London, FT/Prentice-HallBoxall P, Purcell J (2011) Strategy & Human Resource Management, Basingstoke, PalgraveClegg S., Carter C., Kornberger M., Schweitzer J. (2011) Strategy: Theory & Practice, London, Sage. Johnson G, Scholes K, Whittington R (2008) Exploring Corporate Strategy, Text & Cases, London, Financial TimesLeopold J, Harris L, Watson A (2005) The Strategic Managing of Human Resources, Harlow, PearsonLegge, K. (2005), Human Resource Management: Rhetorics and Realities, Basingstoke, PalgraveMabey, C., Salaman, G., Billsberry J. (2005) (2nd edition), Strategic Human Resource Management: A reader, London, SageMarchington, M., Wilkinson, A. (2005), Human Resource Management at Work: People Management and Development, London, CIPDNewell H and Scarborough H (eds) (2002) HRM in Context: A Case Study Approach, Basingstoke, Palgrave.Pettigrew A, Thomas H, Whittington R (2002) Handbook of Strategy & Management, London, SageStorey, J (ed.) (2007) Human Resource Management: a critical text, 3rd edition, London, International ThomsonWhittington, R., (2nd edition) (2001), What is Strategy - and does it matter?, London, Thompson Learning |
| **10. Way of examining** | Test |